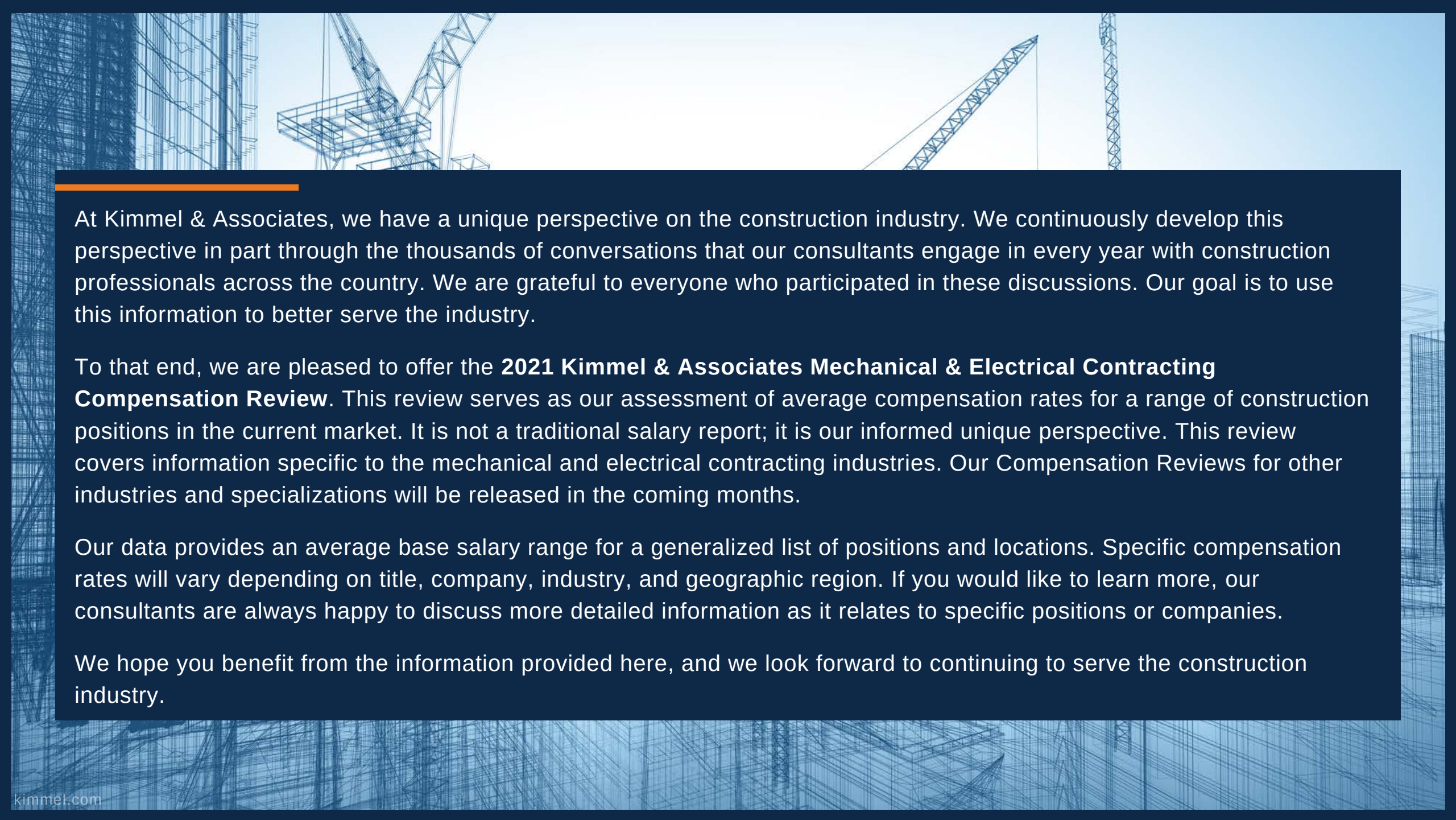




MECHANICAL & ELECTRICAL
2021 COMPENSATION REVIEW

KIMMEL & ASSOCIATES



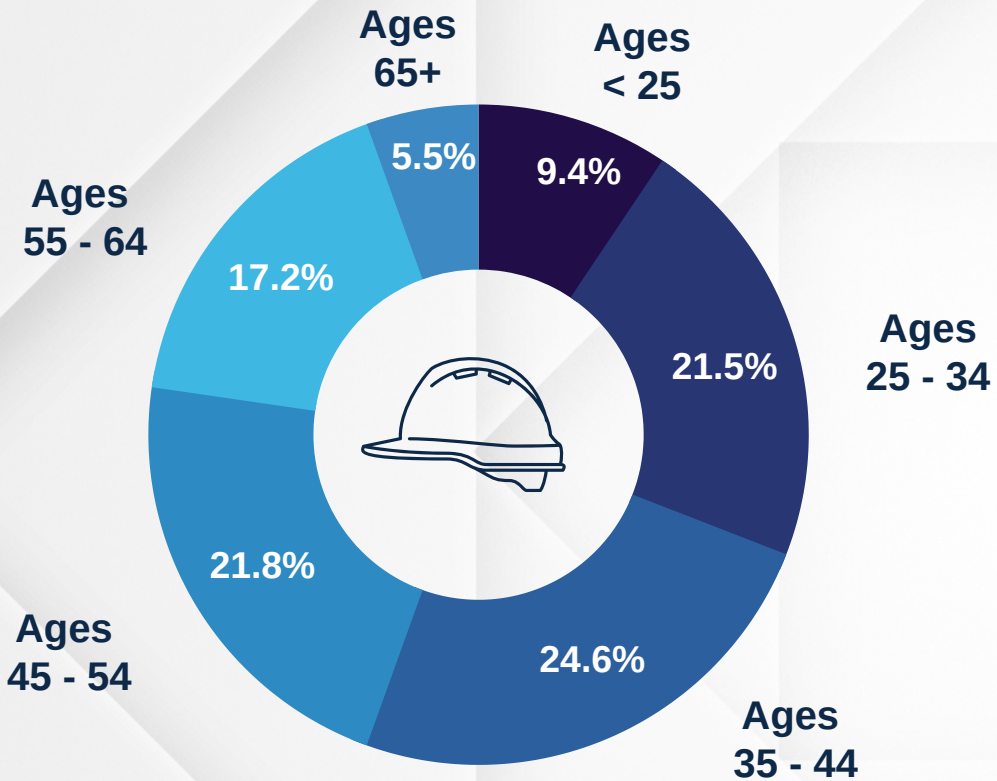
At Kimmel & Associates, we have a unique perspective on the construction industry. We continuously develop this perspective in part through the thousands of conversations that our consultants engage in every year with construction professionals across the country. We are grateful to everyone who participated in these discussions. Our goal is to use this information to better serve the industry.

To that end, we are pleased to offer the **2021 Kimmel & Associates Mechanical & Electrical Contracting Compensation Review**. This review serves as our assessment of average compensation rates for a range of construction positions in the current market. It is not a traditional salary report; it is our informed unique perspective. This review covers information specific to the mechanical and electrical contracting industries. Our Compensation Reviews for other industries and specializations will be released in the coming months.

Our data provides an average base salary range for a generalized list of positions and locations. Specific compensation rates will vary depending on title, company, industry, and geographic region. If you would like to learn more, our consultants are always happy to discuss more detailed information as it relates to specific positions or companies.

We hope you benefit from the information provided here, and we look forward to continuing to serve the construction industry.

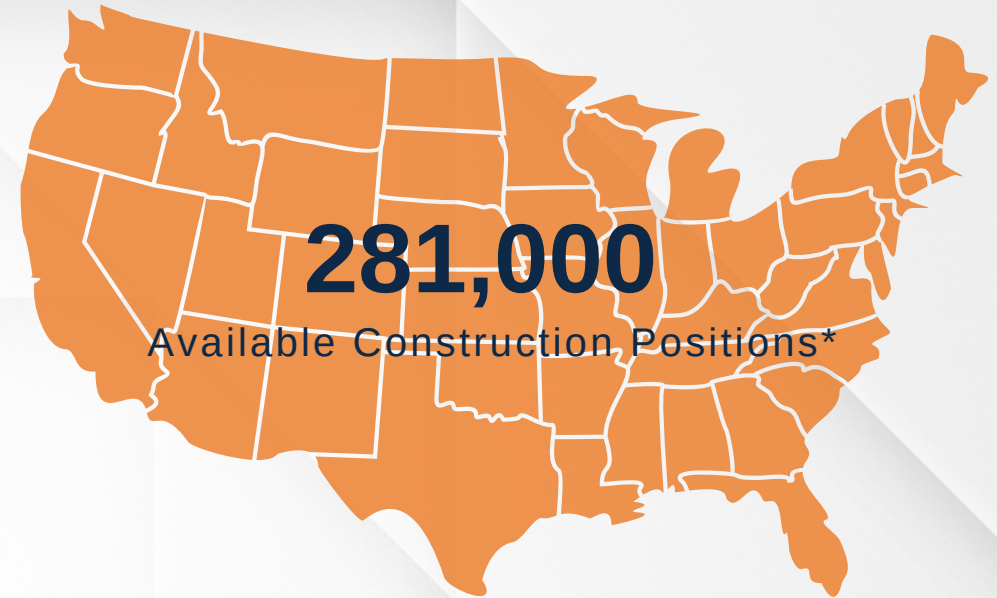
DEMOGRAPHICS



10.9%



89.1%



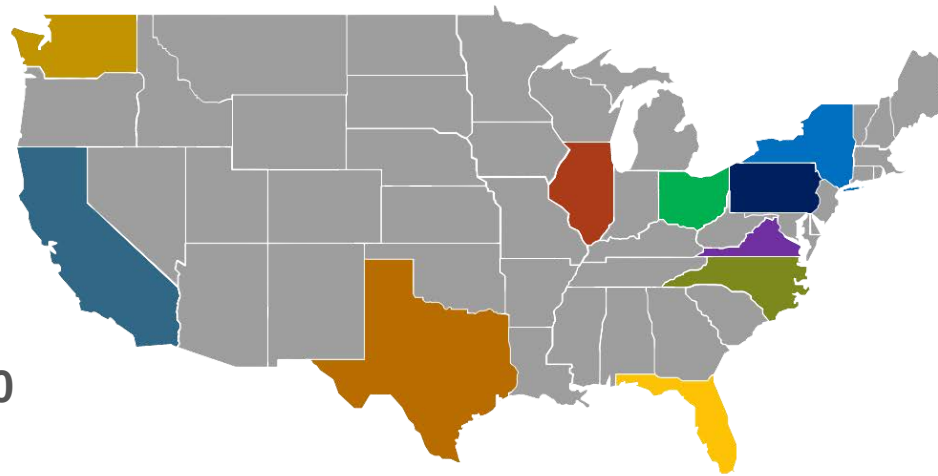
- 724k** Employment increase over last 12 months*
- 10.3%** Job increase from 2020
- 15.9** Average Weeks Unemployed
- 5.9%** National Industry Unemployment Rate

*Data Provided by US Bureau of Labor Statistics

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics

- 1 California 884,500
- 2 Texas 729,400
- 3 Florida 576,000
- 4 New York 369,800
- 5 Pennsylvania 254,700

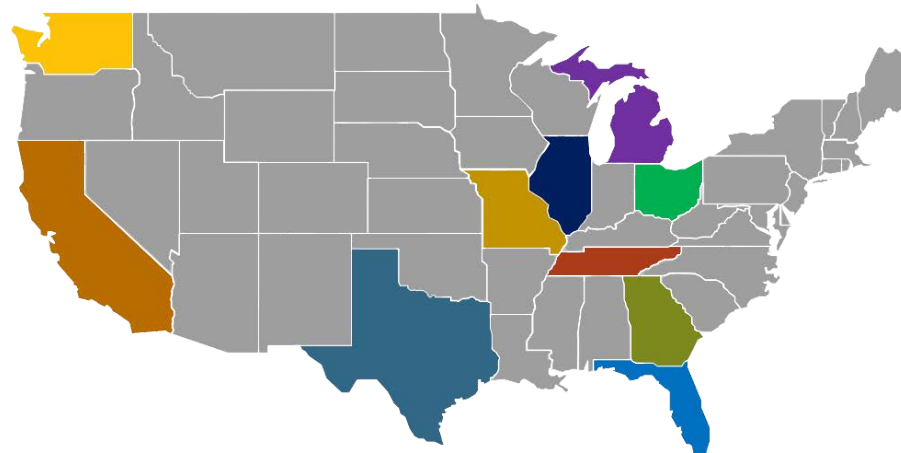


- 6 North Carolina 237,000
- 7 Ohio 231,800
- 8 Illinois 229,100
- 9 Washington 225,200
- 10 Virginia 204,600

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Data Provided by Kimmel & Associates

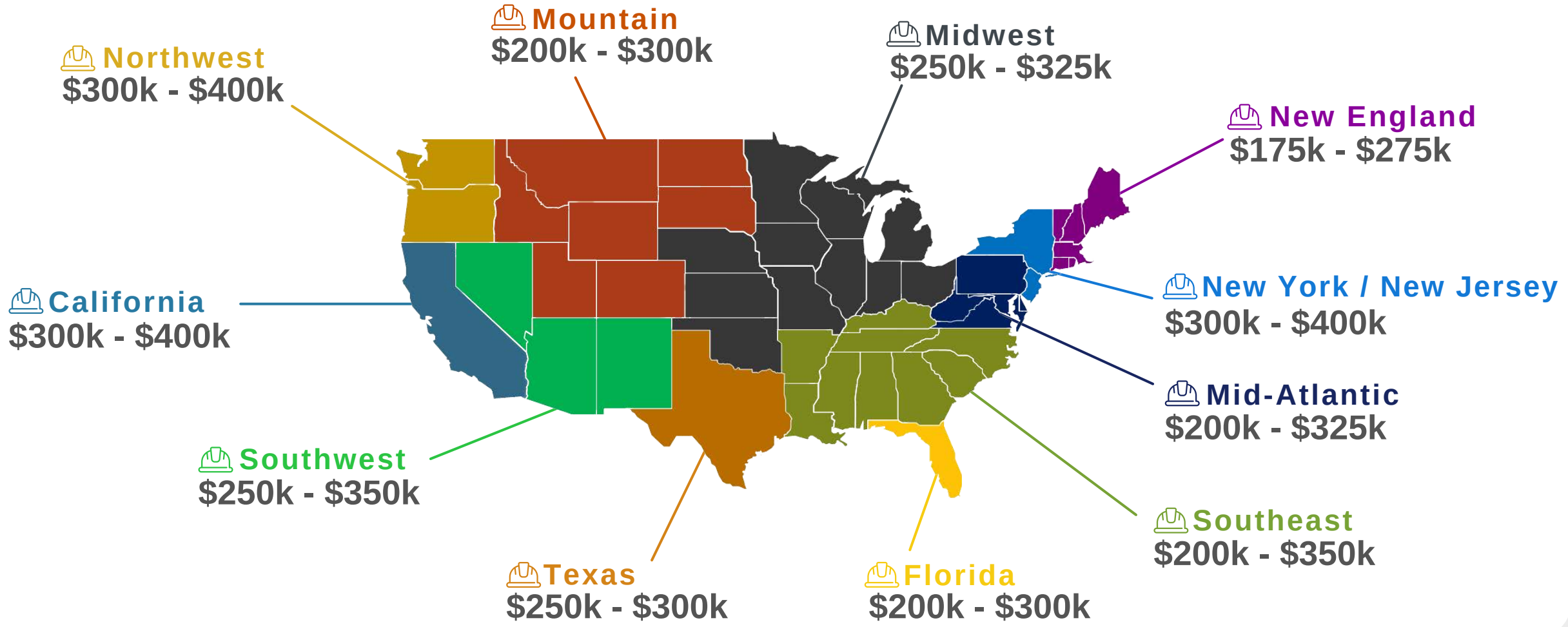
-  California
-  Texas
-  Georgia
-  Ohio
-  Washington



-  Illinois
-  Missouri
-  Tennessee
-  Florida
-  Michigan

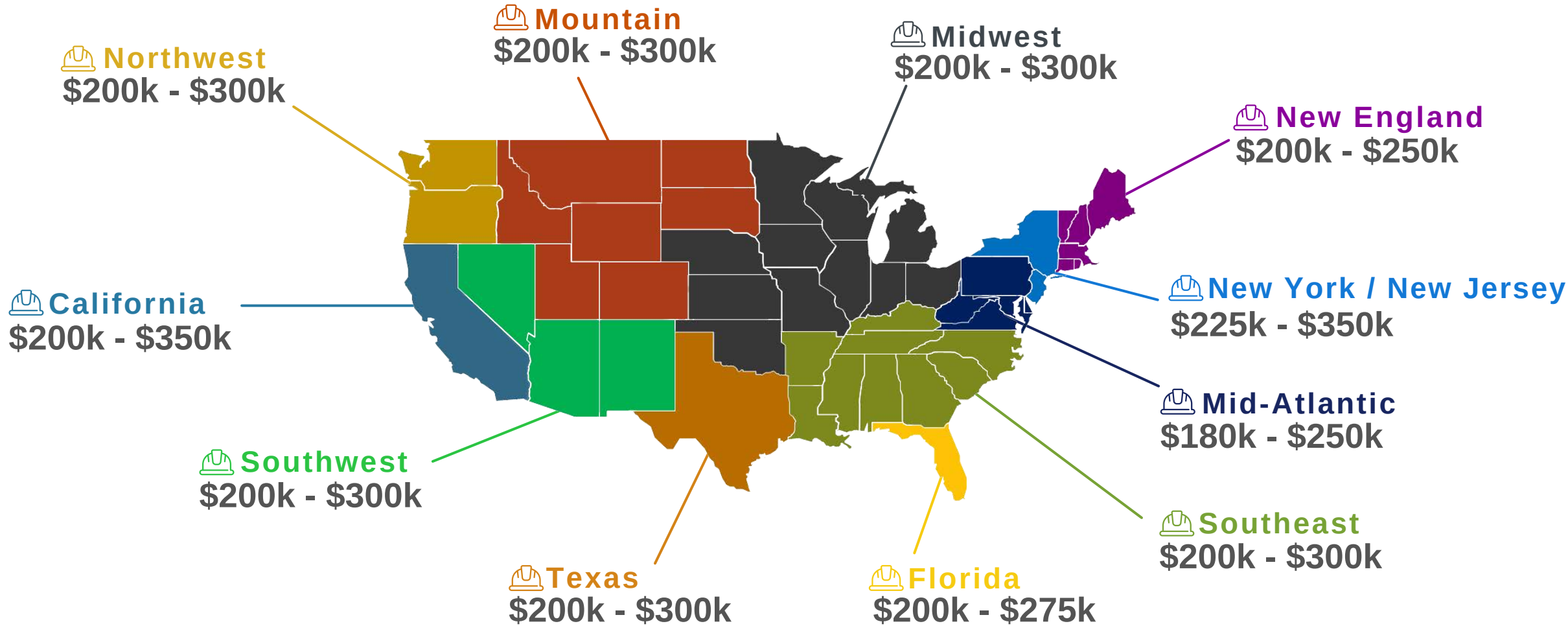
President/CEO

From Our Unique Perspective - SALARY RANGES



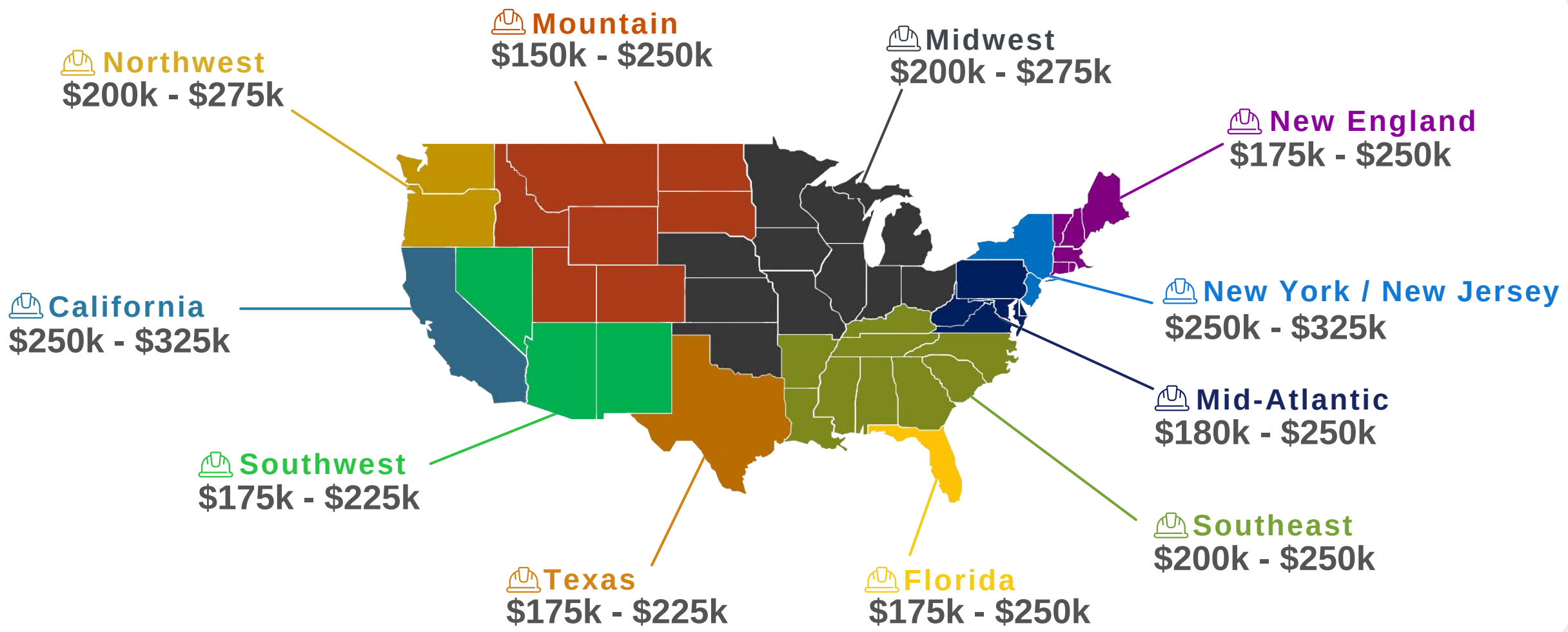
Chief Financial Officer

From Our Unique Perspective - SALARY RANGES



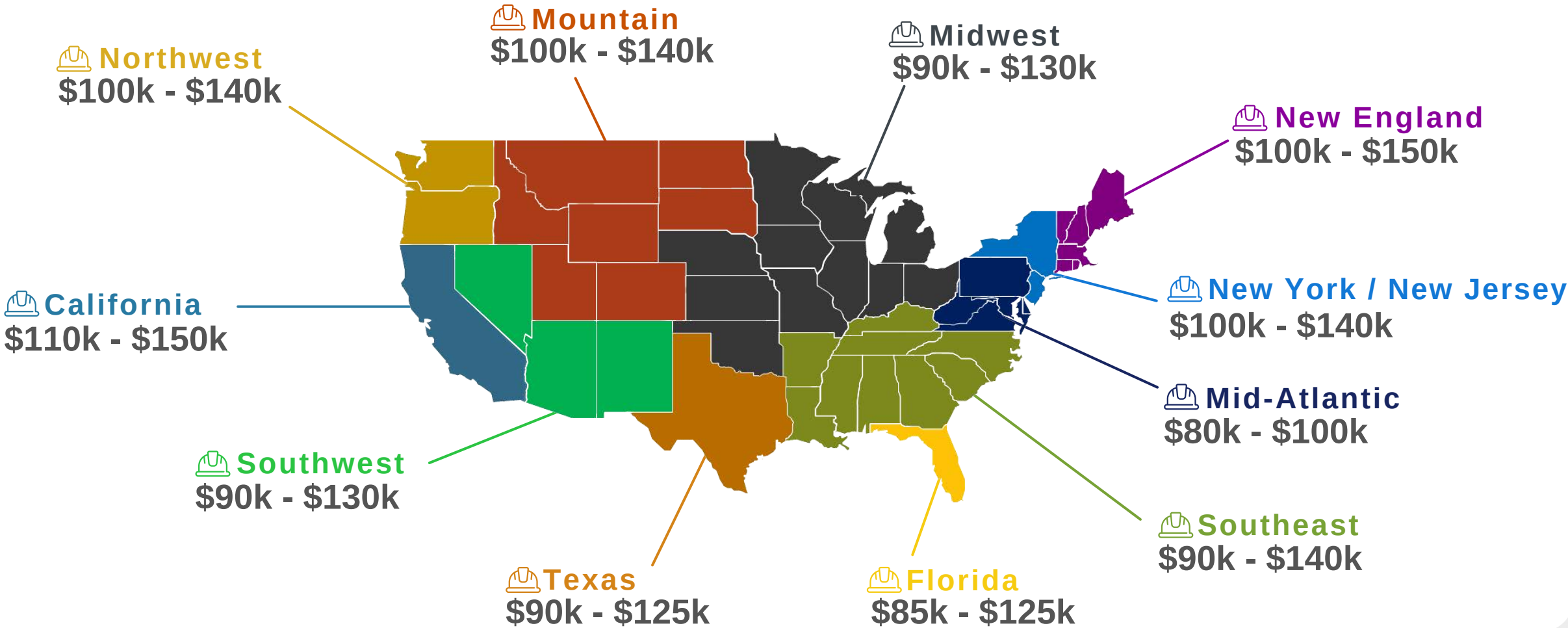
Vice President of Operations

From Our Unique Perspective - SALARY RANGES



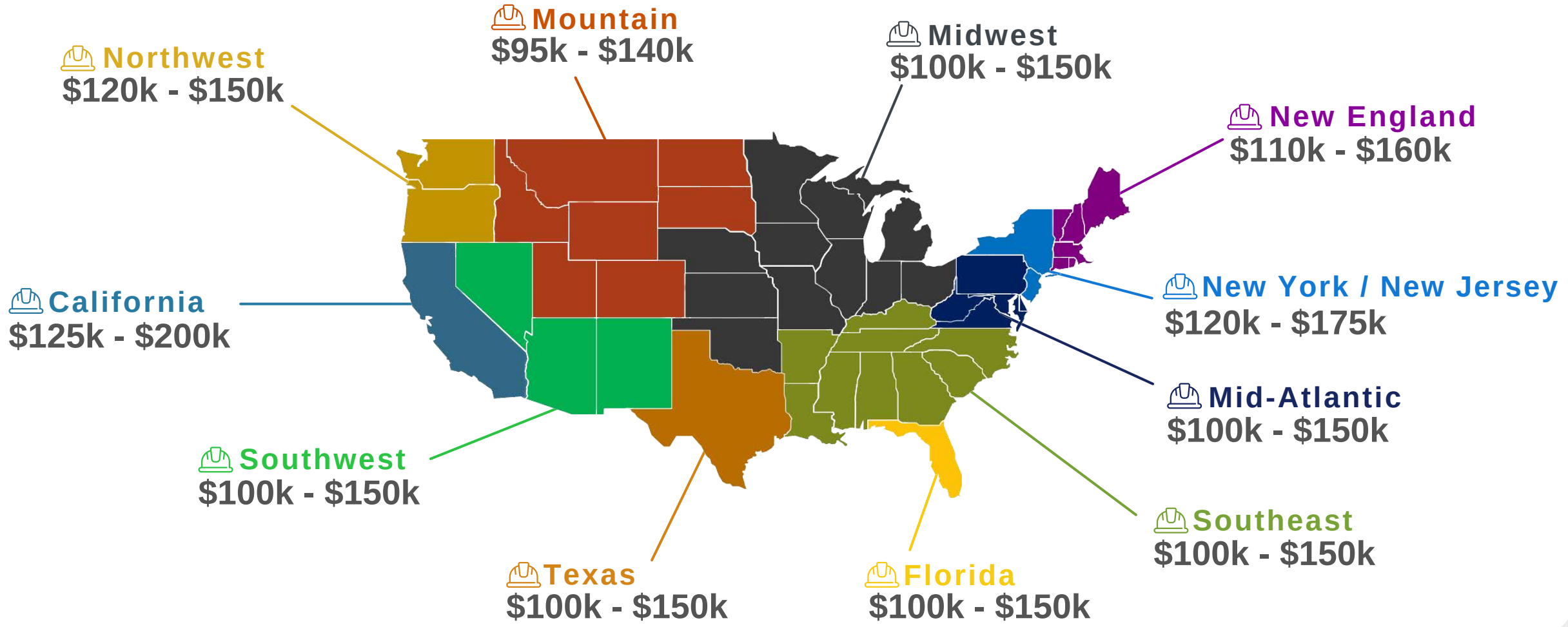
Project Manager (Lead Projects Under \$10M)

From Our Unique Perspective - SALARY RANGES



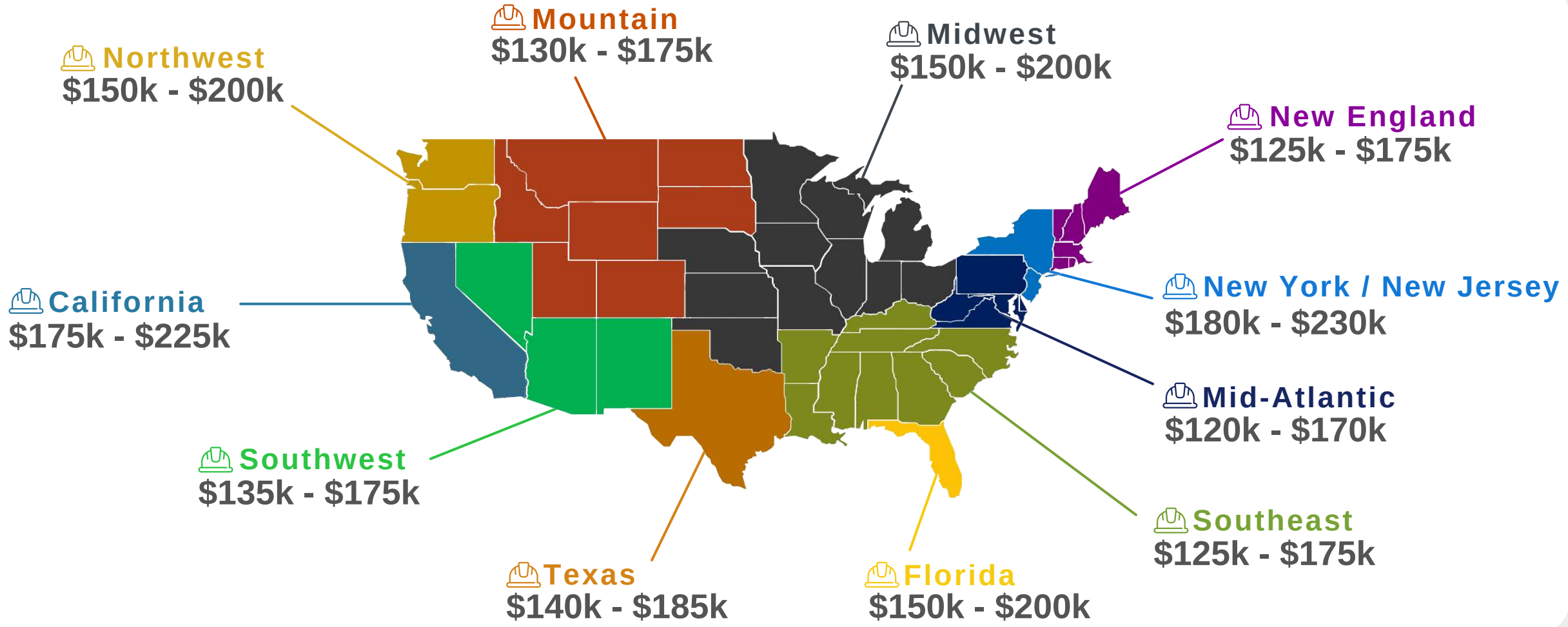
Project Manager (Lead Projects Over \$10M)

From Our Unique Perspective - SALARY RANGES



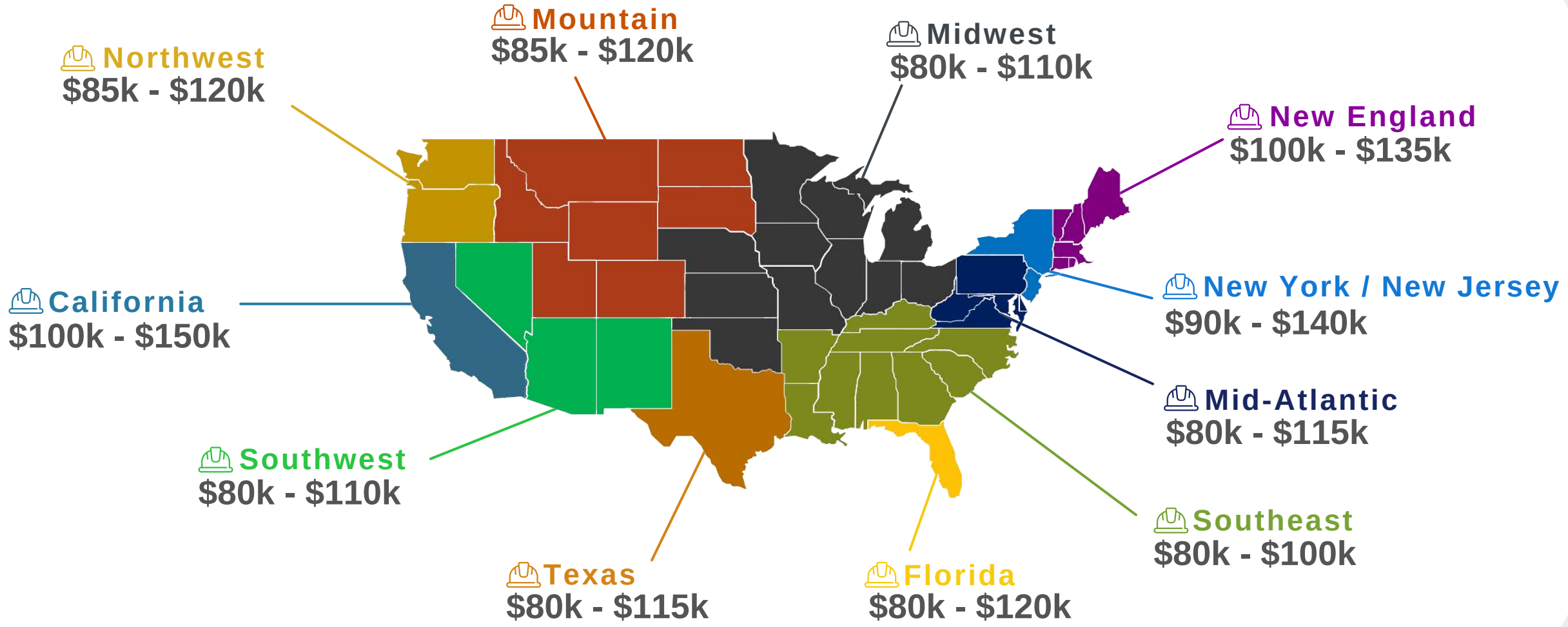
Chief Estimator

From Our Unique Perspective - SALARY RANGES



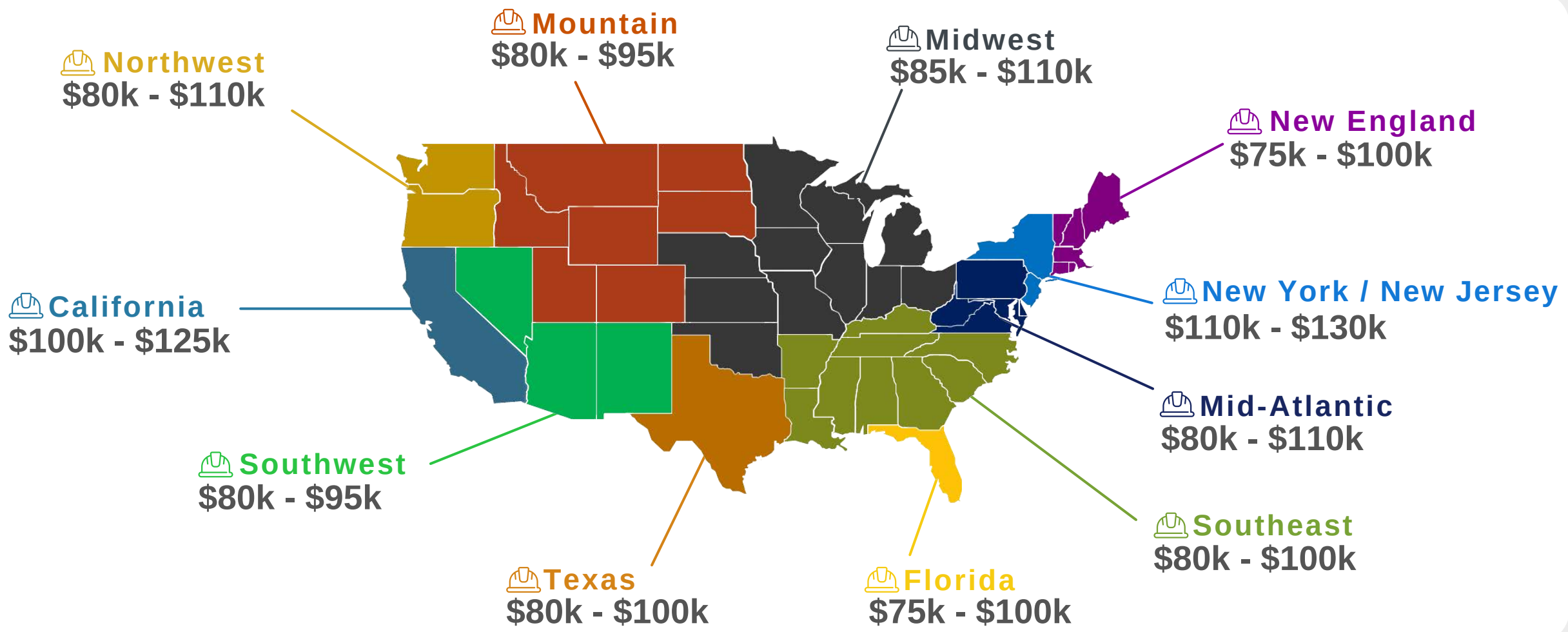
Estimator

From Our Unique Perspective - SALARY RANGES



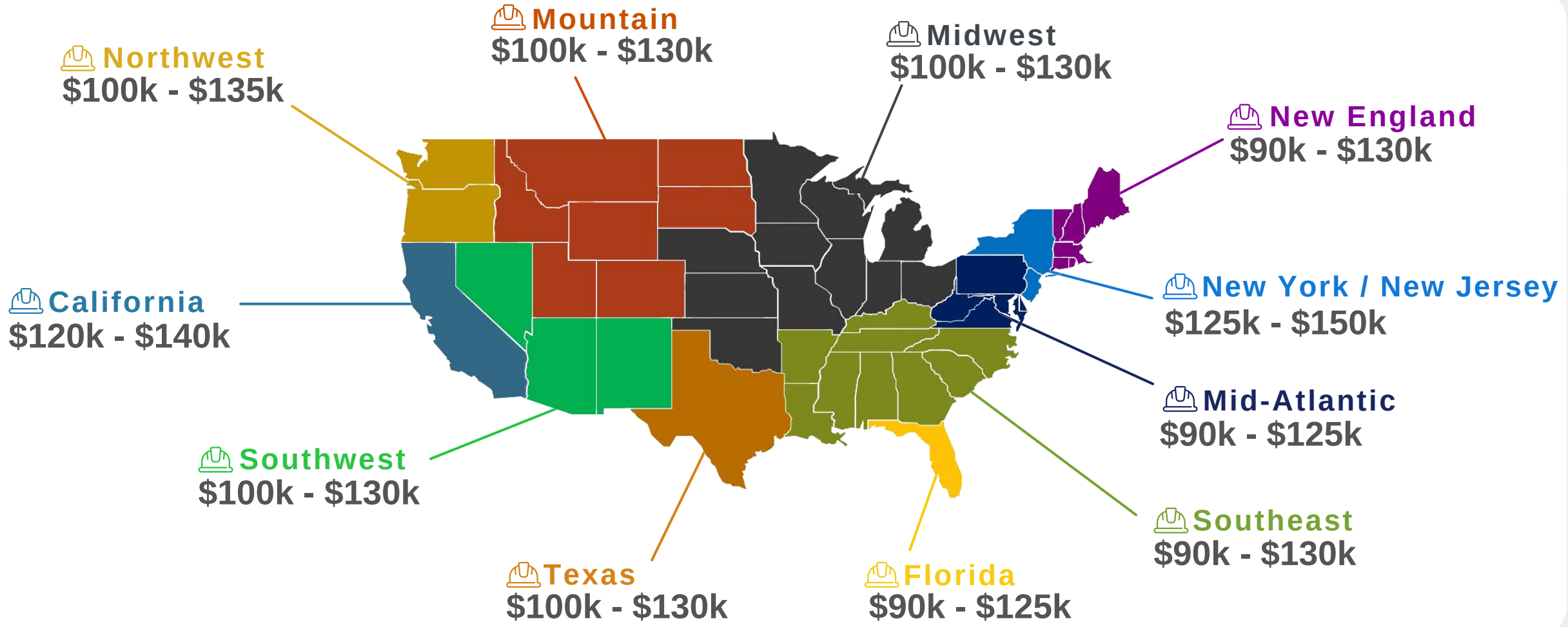
Superintendent (Lead Projects Under \$10M)

From Our Unique Perspective - SALARY RANGES (Nonunion)



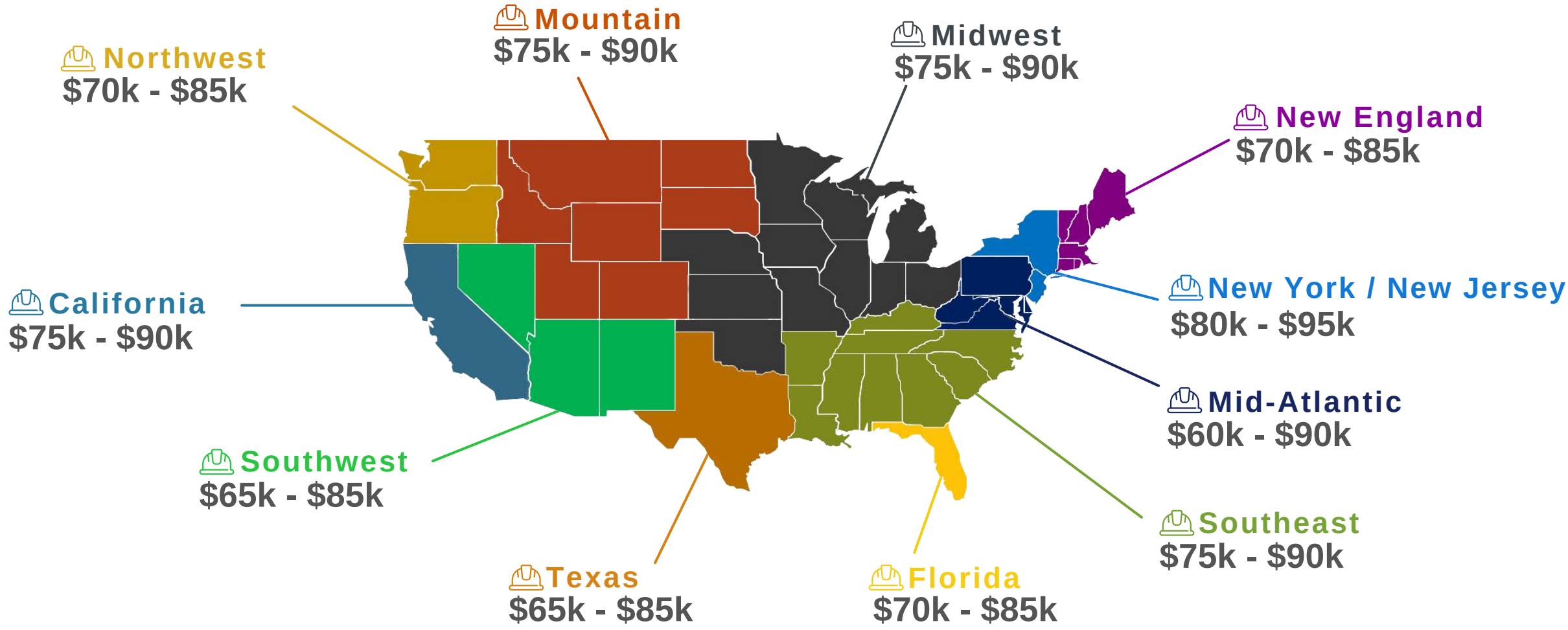
Superintendent (Lead Projects Over \$10M)

From Our Unique Perspective - SALARY RANGES (Nonunion)



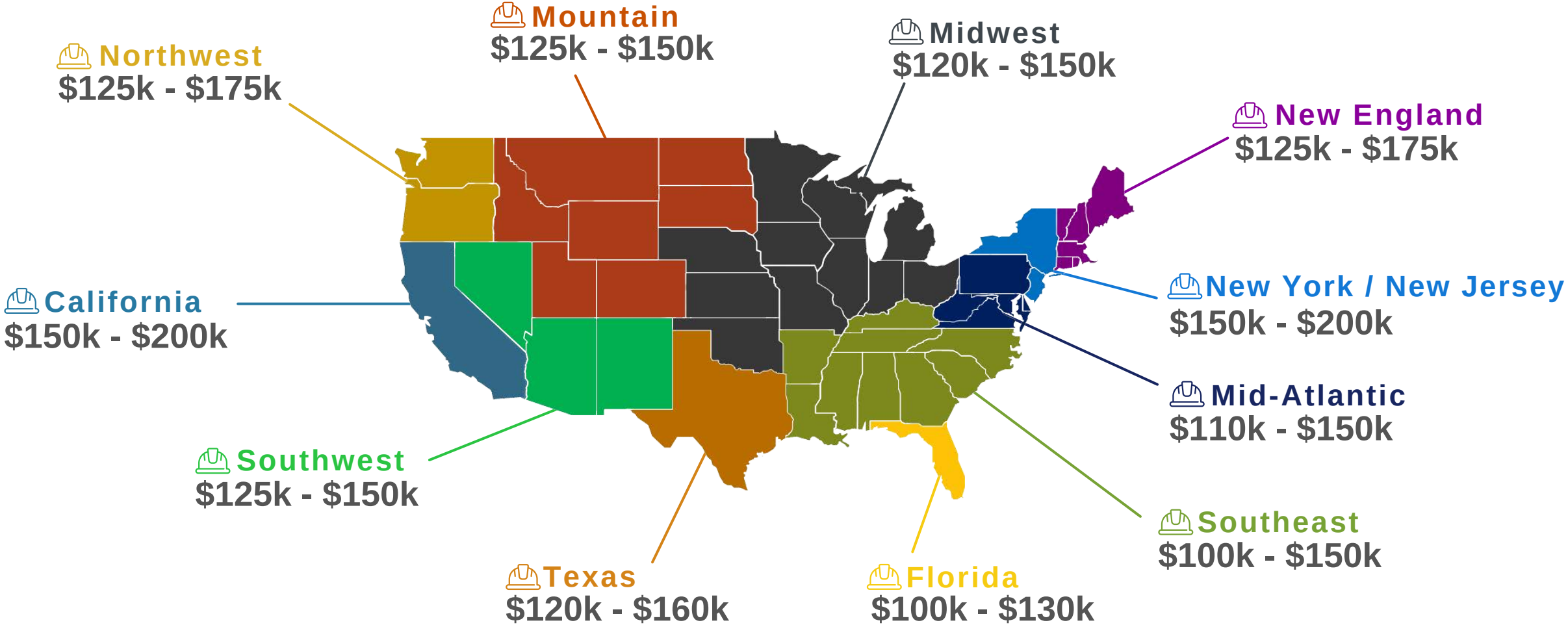
Project Engineer/Assistant PM

From Our Unique Perspective - SALARY RANGES



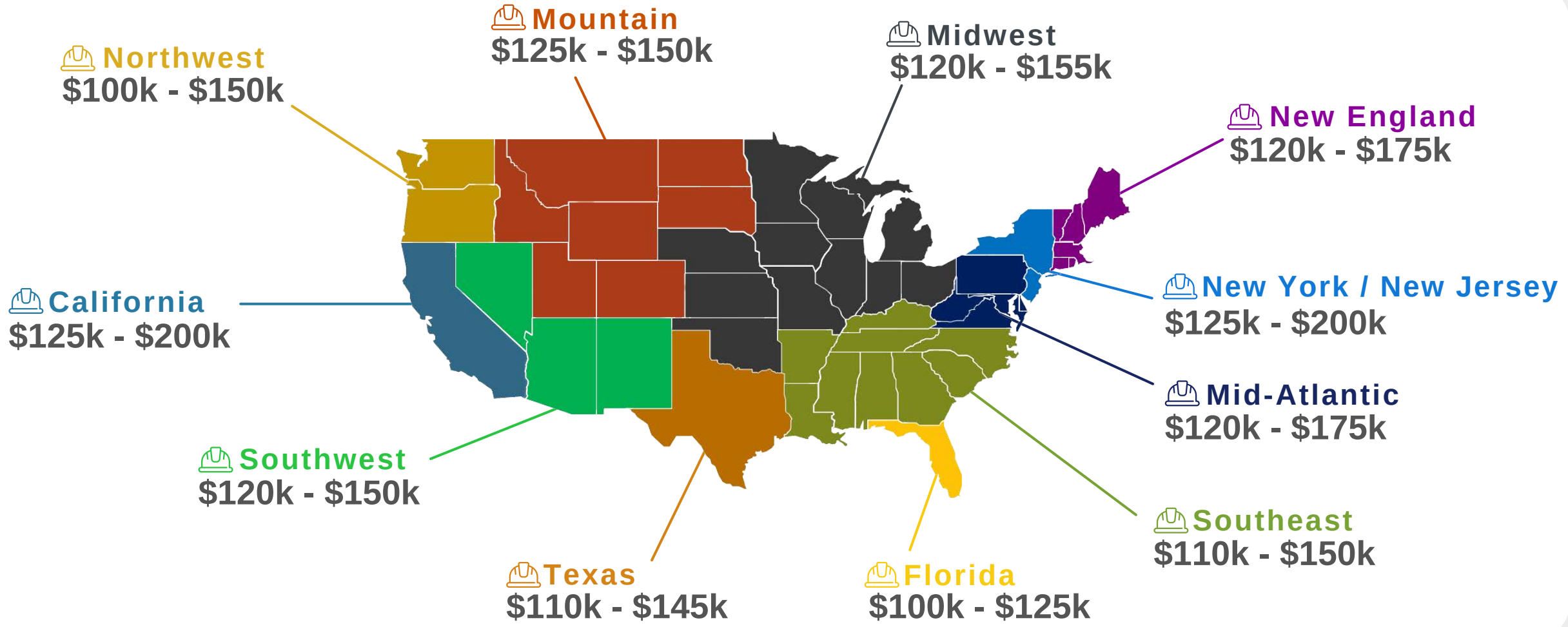
Safety Director/Manager

From Our Unique Perspective - SALARY RANGES



Sales/Business Development Mgr.

From Our Unique Perspective - SALARY RANGES





KIMMEL

& ASSOCIATES

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